

GUIDING PRINCIPLES

- ◆ Fourteen (14) positions, common to the five federal wildland fire management agencies, are identified in which interagency qualifications directly or significantly affect employee safety. Those positions which do not significantly affect employee fireline safety, such as cache manager, are not addressed. Additionally, aviation positions and training are not included, as those are being addressed by a separate interagency work group.

Generic position titles are necessary, as some agencies use different titles for the same positions. The fourteen positions are:

First Line Supervisor (Those that implement fire projects.)

Interagency Hotshot Crew (IHC) Superintendent
Helicopter Manager
Senior Firefighter
Engine Module Supervisor
Supervisory Fire Engine Operator
Initial Attack Dispatcher

Fire Project Specialist (Those that plan fire projects.)

Wildland Fire Operations Specialist
Prescribed Fire and Fuels Specialist
Prevention and Education Specialist
Initial Attack Lead Dispatcher/Assistant Center Manager
Center Manager

Fire Program Manager (Those that manage the overall fire program.)

Unit Fire Program Manager
Geographic Area Fire Program Manager
National Fire Program Manager

At the program management level, “unit” is defined to be:

- Bureau of Indian Affairs—Tribe/Agency
- Bureau of Land Management—District/Field Office
- Fish and Wildlife Service—Refuge/Zone
- National Park Service—Park/Area
- United States Forest Service—Forest/District or Zone

The “geographic area” level is considered to be:

- Bureau of Indian Affairs—Area
 - Bureau of Land Management—State
 - Fish and Wildlife Service—Regional
 - National Park Service—Regional
 - United States Forest Service—Regional
- ◆ Competencies are identified for each position. Competencies constitute the requisite knowledge, skills and abilities which, when acquired, allow a person to perform a task or function at a defined level of proficiency. **These competencies**, including those which are common to most positions, **MUST be utilized as an integral component of these interagency fire qualifications standards.**

These competencies are to be used for:

- Developing **employee development plans**,
 - Evaluating **employee performance** (supplemental to the standard key performance elements for each position, also identified in this Standards and Guide).
- ◆ Fire program complexities are described in “low”, “moderate”, and “high” categories. Numerical ratings assist in describing those complexities: the use of the enclosed Excel spreadsheet greatly speeds the calculations. Further guiding principles and instructions about the use of the program complexity descriptors are identified in that section.
- ◆ Most of the key positions are evaluated in terms of program complexity levels (see matrix below). It is recognized that some positions will not vary in their responsibilities, regardless of the complexity of the program they are assigned to; therefore they have but a single level identified (i.e., no complexity variability). For the National and Geographic Area Fire Program Managers, only a minimum level of complexity is defined because it is recognized that there is too wide a variety of programs within and between agencies to define all situations.

“**No Complexity Variability**” indicates that there is a single standard of competency and program complexity.

“**Minimum Level of Complexity**” implies that there is more than one level of competency and program complexity, but is too variable to accurately define other than at a minimum level.

“**Complex Variability**” indicates that there is more than one level of identified program complexity and required competencies.

No Complexity Variability

IHC Superintendent
 Helicopter Manager
 Senior Firefighter
 Initial Attack Dispatcher
 Supervisory Fire Engine Oper.
 Eng. Module Supervisor

Minimum Level of Complexity

Geographic Area FPM
 National FPM

Complex Variability

Unit FPM
 Wildland Fire Ops Spec.
 Prescribed Fire/Fuels Spec.
 Prevention/Educ. Spec.
 Initial Attack Lead Dispatcher/
 Asst. Center Mgr.
 Center Manager

- ◆ Applicants must meet the appropriate Office of Personnel Management (OPM) qualification standards AND the Interagency Fire Program Management (IFPM) standards before being placed in a key fire management position.
- ◆ Applicants do not have to fully meet all identified competencies, but must attain them no later than three years of placement into the position. Until competencies are met, employees must be supervised by employees who meet both sets of standards above and all identified competencies.
- ◆ For safety reasons, collateral duty or multi-functional employees having similar responsibilities as any of the key positions must meet the Specialized Experience, National Wildfire Coordinating Group (NWCG) Incident Management Qualifications and Additional Required Training, the same as fulltime/dedicated fire personnel in those positions.
- ◆ Collateral duty employees are those who have significant, concurrent responsibilities unrelated to fire management.
- ◆ All high complexity fire programs, and most of the moderate complexity programs, should be managed by dedicated, full-time fire program managers.

